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ABSTRACT

This report on special education professional personnel in Michigan schools from 1980 through 1988 is divided into five sections: "Instructional-Ancillary Personnel and Student Counts," "Retention of Instructional and Ancillary Personnel," "Certificate Endorsements, School Years 1980 through 1988," "Instructional Personnel Approvals: 1979 through 1988," and "Administrative-Supervisory Personnel and Student Count." The report is limited to data on prior and currently employed special education professional personnel, personnel with special education certificate endorsements, and personnel granted special education temporary or emergency approvals for special education assignments. The report analyzes data as they relate to such factors as age, sex, educational attainment, teaching experience, certificate endorsement area, teaching assignment, and supply. The data are presented in a series of 31 tables. (JDD)

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# SPECIAL EDUCATION PERSONNEL IN MICHIGAN PUBLIC SCHOOLS 1980-88

Michigan State Board of Education
April 1989

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SPECIAL EDUCATION PROFESSIONAL PERSONNEL IN MICHIGAN SCHOOLS
1980 through 1988

Introduction

The Michigan Department of Education (MDE) has developed a number of personnel reports over the years. This compilation is a continuation of these previous reports that deal with characteristics that affect the supply and demand of special education professional personnel in Michigan public schools. In completing this report, some information from previous reports was used.

The report is divided into five sections with specific information addressed under each.

Section I: Instructional-Ancillary Personnel and Student Counts

A. Staffing of special education instructional/ancillary personnel and comparison of staff with student counts.

B. Instructional and ancillary personnel in 1987-88 distributed by age, by assignment, by educational attainment and by region.

C. Personnel and student ratios for school year 1987-88.

D. Instructional and ancillary personnel newly assigned in special education in 1987-88.

1. Number of staff newly assigned who were newly graduated or with zero years of teaching experience.

2. Number of staff newly assigned who had one or more years of teaching experience.

Section II: Personnel Attrition and Retention Rates

A. Number of staff assigned in school years 1980-81 through 1986-87 still in special education assignments in 1987-88 and number of staff no longer in special education assignments.

B. Cumulative attrition or retention rates for instructional and ancillary personnel, by certificate endorsement area, for school years 1980-81 through 1987-88.

Section III: Certificate Endorsements, School Years 1980 through 1988.

A. Endorsements for instructional-ancillary personnel recommended by the teacher-training institutions in 1987-88.

B. Comparison of 1987-88 staff with those of previous years.

Section IV: Instructional Personnel Approvals: 1979 through 1988

A. Recommendations for teacher approvals received by Special Education Services from 1979 through 1988.

B. Number of recommendations that were granted as temporary approvals, continuing approvals, and emergency approvals.

Section V: Administrative-Supervisory Personnel and Student Count

A. Administrators and supervisors employed in special education in school year 1987-88 and the number of those employed in school years 1980-81 through 1986-87 still in special education administrative assignments in 1987-88.

B. Recommendations for administrator approvals received by Special Education Services from 1979 through 1988 and a comparison of administrative staff with student counts.

Limitations of the Data

In determining the number of special education personnel, the following were not considered due to resource and time constraints:

1. Number of qualified special education personnel who are available but not registered as potential personnel;

2. Number of special education professional personnel in nonpublic schools;

3. Number of available and qualified substitute teachers;

4. Number of other special education personnel, both professional and paraprofessional, such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

5. Number of teachers who are assigned to a resource room. These teachers are reported according to their special education endorsement.

The report is limited to the data on prior and currently employed special education professional personnel, on personnel with special education certificate endorsements, and on those granted special education temporary or emergency approvals for special education assignments.

Procedures

The report analyzed data on special education professional personnel as they relate to such factors as age, educational attainment, teaching experience, certificate endorsement area and supply. Computer tape copies of the Michigan Professional Personnel Register (MPPR) and the Teacher Certification Master File (TCMF) compiled by the Teacher Preparation and Certification Services for school years 1980-81 through 1987-88 were used as data bases. These data sources contain descriptive information on employed professional personnel with special education assignments in the state's public schools: basic classroom teachers and/or teacher consultants for the mentally impaired, POHI, emotionally impaired, visually impaired, hearing impaired, autistic impaired, and learning disabled; teachers of the speech and language impaired; school social workers, school psychologists; occupational/physical therapists; and directors and supervisors. Records on personnel emergency and temporary approvals maintained by the Special Education Services office were also used to gauge availability of personnel supply. Special education reports generated from SE-4568 data were used in determining unduplicated student head counts.

To assure that information collected through a number of MDE data gathering forms were valid for the specific purposes of this report, different codes of the same terms were reconciled for consistency of meanings across these forms: TE-4290, DS-4096, and DS-4061 for personnel information, and SE-4568 for student statistics by age and disability category. Corresponding personnel groupings such as directors and supervisors (Administrators) and classroom teachers and teacher consultants (e.g., teachers and teacher consultants for Learning Disabled, Educable Mentally Impaired, Physically/Otherwise Health Impaired, etc.) were determined to better reflect more meaningful information. Data tables and charts include areas of certificate endorsements with corresponding Special Education and Teacher Certification codes to facilitate review. Terms used are defined in Attachment A. Specific alpha and numeric codes are likewise included in the Attachment.

To determine personnel supply, data concerning employee attrition and hiring were compared with those of special education student counts over an eight-year period. Personnel totals were compared with student unduplicated counts (SE-4568) statewide and by region to show student to staff ratios.

Personnel totals were determined by a computer run of Department data based on form TE-4290. Social security numbers of personnel were compared over time to identify employees who were newly assigned or reassigned to special education. Incidences of non-reassignment were considered indications of attrition. Causes of attrition were not investigated.

## EXPLANATION OF DATA

Section I: Instructional-Ancillary Personnel and Student Counts

Staffing of special education instructional/ancillary personnel and comparison with student counts.

Table 1 shows totals of instructional and ancillary personnel employed over an eight-year period, from school years 1980-81 through 1987-88. Although the numbers of employed personnel with Learning Disabled (SM) certificate endorsements increased significantly over the years studied, there were more personnel with mentally impaired certificate endorsements, 3,733 or 28.8% of totals for 1980-81 and 3,682 or 26.4% for 1987-88. The gradual increase of aggregated personnel totals stopped in 1981-82, but began to increase again in 1983-84. Data is limited to special education personnel employed in public schools. It does not include other special education-assigned professionals such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

Table 2 compares staffing and student enrollment patterns. The percentage of personnel increase for 1987-88 exceeds the percentage of increase in student counts.

Instructional and ancillary personnel in 1987-88 distributed by age, by assignment, by educational attainment, and by region.

Tables 3 and 3-a present a limited profile of instructional and ancillary personnel employed in school year 1987-88. As in the preceding tables, personnel with certificate endorsements in mentally impaired exceeded those of other endorsements: 3,682 or 26.4% of the total 13,965 employed for the year. Of this total, 11,346 or 81.3% were females; 6,424 or 46% belong to the 31-40 age group; 7,942 or 56.9% completed Master's degrees; and 5,196 or 37.2% were assigned to provide instructional services to handicapped students Pre-K through Grade 12. One and a half percent or 215 were assigned to do administration-related functions.

Table 4 shows the school year 1987-88 employment by region. It indicates that 6,155 or 44.1% of the total 13,965 were employed in Region V, where there is the greatest concentration of handicapped students. Region I has the least number of instructional personnel, 393 or 2.8% of the state total. Of the total 13,965 personnel employed, 420 or 3% had SL (hearing impaired) certificate endorsements.

Attachment B is a state map with the five special education planning regions delineated.

## TABLE 1
## SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL EMPLOYED IN MICHIGAN PUBLIC SCHOOLS, 1980-88

| Cert/Endorse. Areas/Codes* | SCHOOL YEAR 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 | 1987-88 |
|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (110-130/SA-ST) | 3,733 | 3,482 | 3,398 | 3,470 | 3,449 | 3,539 | 3,558 | 3,682 |
| Emotionally Imp. (140/SE) | 1,878 | 1,821 | 1,813 | 1,873 | 2,025 | 2,175 | 2,258 | 2,383 |
| Learning Dis. (150/SM) | 2,161 | 2,252 | 2,319 | 2,452 | 2,579 | 2,703 | 2,806 | 3,052 |
| Hearing Imp. (160/SL) | 485 | 460 | 446 | 437 | 429 | 426 | 420 | 420 |
| Visually Imp. (170/SK) | 171 | 150 | 152 | 156 | 146 | 146 | 149 | 155 |
| P.O.H.I. (180/SC) | 288 | 265 | 259 | 261 | 275 | 273 | 265 | 275 |
| Sp./Lang. Imp. (290/SB) | 1,593 | 1,454 | 1,391 | 1,413 | 1,425 | 1,465 | 1,444 | 1,557 |
| TC/Ment'l Imp. (210/SU) | 282 | 255 | 281 | 288 | 266 | 278 | 225 | 248 |
| Homebound/Hosp. (280/SH) | 151 | 102 | 88 | 81 | 78 | 70 | 69 | 70 |
| TC/POHI (SI) | 108 | 100 | 86 | 85 | 78 | 72 | 65 | 67 |
| Sch. Psych. (SF,SG) | 781 | 743 | 722 | 650 | 649 | 658 | 669 | 720 |
| Social Worker (SD) | 1,014 | 858 | 792 | 808 | 814 | 826 | 842 | 922 |
| Occ/Phy Ther. (NU) | 335 | 311 | 310 | 321 | 339 | 343 | 362 | 414 |
| **TOTALS** | **12,980** | **12,253** | **12,057** | **12,295** | **12,552** | **12,974** | **13,132** | **13,965** |

*Codes: Numeral - Special Education Services
Alphabet - Teacher Preparation & Certification Services

Interpretation: In school year 1987-88, the number of job assignments for instructional and ancillary personnel increased by 833 or 6.3% over 1986-87. Job assignments of teachers with SA-ST certificate endorsement areas also increased by 3.5% over the same period.

## TABLE 2
## SPECIAL EDUCATION STUDENT AND INSTRUCTIONAL-ANCILLARY PERSONNEL COUNTS 1975-1988

| School Year | Student Counts | % Of Change From Previous Year | Personnel Counts | % Of Change From Previous Year |
|---|---|---|---|---|
| 1975-76 | 147,441 | — | 8,916 | — |
| 1976-77 | 151,580 | + 2.8% | 10,217 | + 14.6% |
| 1977-78 | 155,270 | + 2.4% | 10,819 | + 5.9% |
| 1978-79 | 160,522 | + 3.4% | 11,597 | + 7.2% |
| 1979-80 | 159,398 | - 0.7% | 12,507 | + 7.8% |
| 1980-81 | 160,187 | + 0.5% | 12,980 | + 3.8% |
| 1981-82 | 158,479 | - 1.1% | 12,253 | - 5.6% |
| 1982-83 | 160,639 | + 1.4% | 12,057 | - 1.6% |
| 1983-84 | 162,952 | + 1.4% | 12,295 | + 2.0% |
| 1984-85 | 167,057 | + 2.5% | 12,552 | + 2.1% |
| 1985-86 | 167,097 | + 0.02% | 12,974 | + 3.4% |
| 1986-87 | 166,314 | - 0.5% | 13,132 | + 1.2% |
| 1987-88 | 166,574 | + 0.2% | 13,965 | + 6.3% |

Interpretation: Special education unduplicated pupil count for 1987-88 was 166,574 and job assignments for instructional and ancillary personnel totaled 13,965. The pupil count increased by 260 while the personnel count for the same year increased by 833 or 6.3% over the previous year.

## TABLE 3
## INSTRUCTIONAL AND ANCILLARY PERSONNEL ASSIGNED IN SPECIAL EDUCATION, 1987-88
### (By Sex and Age)

| Cert/Endorse. Areas/Codes* | SEX Female | Male | Totals | AGE GROUP 20-30 | 31-40 | 41-50 | 51+ | Mean Age |
|---|---|---|---|---|---|---|---|---|
| Mentally Imp (110-130/SA-ST) | 2,902 | 780 | 3,682 | 589 | 1,739 | 906 | 448 | 39 |
| Emotionally Imp. (140/SE) | 1,829 | 554 | 2,383 | 495 | 1,161 | 552 | 175 | 37 |
| Learning Dis. (150/SM) | 2,704 | 348 | 3,052 | 338 | 1,493 | 840 | 381 | 40 |
| Hearing Imp. (160/SL) | 388 | 32 | 420 | 69 | 203 | 99 | 49 | 39 |
| Visually Imp. (170/SK) | 130 | 25 | 155 | 16 | 69 | 48 | 22 | 41 |
| P.O.H.I. (180/SC) | 233 | 42 | 275 | 38 | 136 | 63 | 38 | 40 |
| Sp./Lang. Imp. (290/SB) | 1,403 | 154 | 1,557 | 151 | 691 | 501 | 214 | 41 |
| TC/Ment'l Imp. (210/SU) | 186 | 62 | 248 | 3 | 103 | 103 | 39 | 43 |
| Homebound/Hosp. (280/SH) | 63 | 7 | 70 | 4 | 25 | 20 | 21 | 44 |
| TC/P.O.H.I. (SI) | 56 | 11 | 67 | 1 | 24 | 24 | 18 | 45 |
| Sch. Psych. (SF,SG) | 408 | 312 | 720 | 42 | 266 | 256 | 156 | 43 |
| Social Worker (SD) | 658 | 264 | 922 | 23 | 307 | 340 | 252 | 45 |
| Occ/Phy Ther. (NU) | 386 | 28 | 414 | 60 | 207 | 104 | 43 | 39 |
| **TOTALS** | **11,346** | **2,619** | **13,965** | **1,829** | **6,424** | **3,856** | **1,856** | **40** |

Interpretation: Of the 13,965 employed in school year 1987-88, 11,346 or 81.3% were females. Of this number of females, 2,902 or 25.6% had an endorsement in SA-ST. Teachers with SA-ST endorsements total 3,682. Forty-six percent or 6,424 belonged to the 31-40 age group.

## TABLE 3-a
## INSTRUCTIONAL AND ANCILLARY PERSONNEL ASSIGNED IN SPECIAL EDUCATION, 1987-88
## (By Education and Assignment)

| | DEGREES COMPLETED | | | ASSIGNMENT | | | | |
|---|---|---|---|---|---|---|---|---|
| Cert/Endorse. Areas/Codes* | Bache-lor's | Mas-ter's | Spec./ Doct. | All Grades | Pre-K K | Grades 1-8 | Grades 9-12 | Central Admin. |
| Mentally Imp. (110-130/SA-ST) | 1,990 | 1,647 | 44 | 1,308 | 91 | 1,035 | 1,209 | 39 |
| Emotionally Imp. (140/SE) | 1,268 | 1,068 | 47 | 466 | 38 | 775 | 1,076 | 28 |
| Learning Dis. (150/SM) | 898 | 2,053 | 98 | 466 | 45 | 1,278 | 1,207 | 56 |
| Hearing Imp. (160/SL) | 184 | 230 | 6 | 167 | 16 | 133 | 97 | 7 |
| Visually Imp. (170/SK) | 55 | 99 | 1 | 94 | 8 | 33 | 17 | 3 |
| P.O.H.I. (180/SC) | 127 | 142 | 6 | 94 | 20 | 93 | 62 | 6 |
| Sp./Lang. Imp. (290/SB) | 395 | 1,140 | 22 | 884 | 69 | 532 | 58 | 14 |
| TC/Ment'l Imp. (210/SU) | 56 | 171 | 21 | 70 | 3 | 74 | 93 | 8 |
| Homebound/Hosp. (280/SH) | 28 | 38 | 4 | 58 | 1 | 5 | 5 | 1 |
| TC/P.O.H.I. (SI) | 16 | 49 | 2 | 41 | 3 | 12 | 11 | 0 |
| Sch. Psych. (SF,SG) | 34 | 409 | 275 | 587 | 12 | 63 | 36 | 22 |
| Social Worker (SD) | 32 | 815 | 67 | 679 | 6 | 133 | 83 | 21 |
| Occ/Phy Ther. (NU) | 312 | 81 | 3 | 282 | 22 | 74 | 26 | 10 |
| **TOTALS** | **5,395** | **7,942** | **596** | **5,196** | **334** | **4,240** | **3,980** | **215** |

Interpretation: Of the 13,965 employed in 1987-88, 7,942 or 56.9% had Master's degrees; 5,196 or 37.2% were assigned to programs and services involving all grades.

## TABLE 4
## INSTRUCTIONAL AND ANCILLARY PERSONNEL ASSIGNED IN SPECIAL EDUCATION, 1987-88
## (By Region)

| Cert/Endorse. Areas/Codes* | Region I | Region II | Region III | Region IV | Region V | Totals |
|---|---|---|---|---|---|---|
| Mentally Imp (110-130/SA-ST) | 125 | 332 | 790 | 973 | 1,462 | 3,682 |
| Emotionally Imp. (140/SE) | 29 | 139 | 551 | 684 | 980 | 2,383 |
| Learning Dis. (150/SM) | 107 | 122 | 582 | 755 | 1,486 | 3,052 |
| Hearing Imp. (160/SL) | 10 | 22 | 82 | 98 | 208 | 420 |
| Visually Imp. (170/SK) | 1 | 10 | 30 | 42 | 72 | 155 |
| P.O.H.I. (180/SC) | 0 | 9 | 64 | 59 | 143 | 275 |
| Sp./Lang. Imp. (290/SB) | 66 | 104 | 325 | 391 | 671 | 1,557 |
| TC/Ment'l Imp. (210/SU) | 7 | 12 | 34 | 80 | 115 | 248 |
| Homebound/Hosp. (280/SH) | 1 | 4 | 7 | 19 | 39 | 70 |
| TC/P.O.H.I. (SI) | 1 | 6 | 17 | 22 | 21 | 67 |
| Sch. Psych. (SF,SG) | 22 | 52 | 165 | 168 | 313 | 720 |
| Social Worker (SD) | 14 | 37 | 177 | 212 | 482 | 922 |
| Occ/Phy Ther. (NU) | 10 | 27 | 101 | 113 | 163 | 414 |
| **TOTALS** | **393** | **876** | **2,925** | **3,616** | **6,155** | **13,965** |

Interpretation: Of the 13,965 employed in 1987-88, 6,155 or 44.1% were assigned in Region V and 393 or 2.8% in Region I.

Personnel-Student Ratios, 1987-88

Special Education Services of Michigan Department of Education maintains data by geographical regions. A map of the regions are found in Appendix B on page 44.

Personnel and student counts were reviewed to determine the ratios of instruction and support staff to students. The data is presented in Table 5. The overall average ratio is 1 employee to 11.9 students. This ratio is provided to allow geographical comparisons for planning purposes. It is not intended to reflect the actual level of service as it does not include all staff or provide data on students receiving multiple services.

**TABLE 5**
**PERSONNEL-STUDENT RATIOS BY REGIONAL AGGREGATES**
**1987-88**

| REGION | AGGREGATE TOTALS Personnel[1] | Student[2] | RATIO By Region |
|---|---|---|---|
| I | 393 | 4,859 | 1:12.4 |
| II | 876 | 13,041 | 1:14.9 |
| III | 2,925 | 32,584 | 1:11.1 |
| IV | 3,616 | 45,966 | 1:12.7 |
| V | 6,155 | 69,529 | 1:11.3 |
| **State Totals** | **13,965** | **165,979[3]** | **1:11.9** |

[1] Includes all professional personnel serving handicapped students in the regions.

[2] Includes all students served in the regions.

[3] Excludes students served by DOC (345) and DSS (250).

Interpretation: The regional personnel-ratio for Region I is 1:12.4 and the state ratio is 1:11.9.

Instructional and ancillary personnel newly assigned in special education in school year 1987-88.

Social security numbers of personnel were compared to determine instructional and ancillary personnel newly assigned in special education for given years. These additional personnel were either newly graduated and newly employed by the districts in special education or previously assigned in a nonspecial education assignment and newly assigned in special education.

Table 6 reflects state totals on increase or decrease of personnel newly assigned in special education over the eight-year period from 1980-81 through 1987-88. The table shows that there were 102 or 5.7% more teachers newly assigned in special education in school year 1987-88 than there were in 1986-87. Of the 1,893 newly assigned personnel in 1987-88, 502 or 26.5% had endorsements to teach the mentally impaired.

Tables 7 and 7-a present a limited profile of beginning or newly graduated instructional and ancillary personnel newly assigned in special education in school year 1987-88. Of the total 480 personnel, 425 or 88.5% were females, and 173 or 36% were assigned to provide programs/services to handicapped students in All Grades.

Tables 8 and 8-a present a limited profile of experienced instructional and ancillary personnel newly assigned in special education in school year 1987-88. Of the total 1,416, 1,205 or 85.1% were females, and 36 or 2.5% were assigned to provide programs and services to handicapped students in the Pre-K to K level. The mean age of the beginning teachers was 32 while that of the experienced group was 38. Reassignment to special education of experienced and older teachers whose regular education assignments were affected by the gradual decreases in student enrollments may be one factor affecting variances in age.

## TABLE 6
## NEWLY ASSIGNED SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL IN MICHIGAN PUBLIC SCHOOLS, 1980-87

| Cert/Endorse. Areas/Codes* | SCHOOL YEAR 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 | 1987-88 |
|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (110-130/SA-ST) | 434 | 251 | 344 | 314 | 350 | 341 | 499 | 502 |
| Emotionally Imp. (140/SE) | 352 | 57 | 254 | 227 | 397 | 328 | 374 | 360 |
| Learning Dis. (150/SM) | 398 | 91 | 293 | 285 | 334 | 282 | 358 | 383 |
| Hearing Imp. (160/SL) | 66 | 25 | 35 | 43 | 41 | 41 | 50 | 51 |
| Visually Imp. (170/SK) | 15 | 21 | 12 | 10 | 11 | 12 | 21 | 15 |
| P.O.H.I. (180/SC) | 33 | 23 | 21 | 18 | 27 | 21 | 28 | 30 |
| Sp./Lang. Imp. (290/SB) | 177 | 139 | 94 | 139 | 121 | 120 | 139 | 215 |
| TC/Ment'l Imp. (210/SU) | 17 | 27 | 18 | 10 | 11 | 19 | 7 | 29 |
| Homebound/Hosp. (280/SH) | 16 | 49 | 6 | 7 | 6 | 6 | 15 | 9 |
| TC/P.O.H.I. (SI) | 9 | 8 | 6 | 10 | 9 | 5 | 5 | 6 |
| Sch. Psych. (SF,SG) | 72 | 38 | 53 | 53 | 56 | 52 | 80 | 89 |
| Social Worker (SD) | 102 | 155 | 32 | 70 | 81 | 87 | 139 | 132 |
| Occ/Phy Ther. (NU) | 64 | 42 | 57 | 50 | 54 | 46 | 76 | 72 |
| **TOTALS** | **1,755** | **926** | **1,225** | **1,236** | **1,498** | **1,360** | **1,791** | **1,893** |

Interpretation: There were 1,893 newly assigned in special education in 1987-88, or an increase of 102 or 5.7% over the total of 1,791 newly assigned in 1986-87.

## TABLE 7
## BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
## (By Sex and Age)

| Cert/Endorse. Areas/Codes* | SEX Female | Male | Totals | AGE GROUPS 20-30 | 31-40 | 41-50 | 51+ | Mean Age |
|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (110-130/SA-ST) | 116 | 17 | 133 | 91 | 36 | 6 | 0 | 29 |
| Emotionally Imp. (140/SE) | 89 | 16 | 105 | 60 | 29 | 14 | 2 | 31 |
| Learning Dis. (150/SM) | 73 | 6 | 79 | 42 | 27 | 10 | 0 | 31 |
| Hearing Imp. (160/SL) | 13 | 0 | 13 | 9 | 2 | 2 | 0 | 29 |
| Visually Imp. (170/SK) | 4 | 0 | 4 | 2 | 2 | 0 | 0 | 30 |
| P.O.H.I. (180/SC) | 7 | 0 | 7 | 6 | 1 | 0 | 0 | 28 |
| Sp./Lang. Imp. (290/SB) | 52 | 2 | 54 | 31 | 17 | 4 | 2 | 32 |
| TC/Ment'l Imp. (210/SU) | 2 | 0 | 2 | 0 | 1 | 1 | 0 | 40 |
| Homebound/Hosp. (280/SH) | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 24 |
| TC/P.O.H.I. (SI) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sch. Psych. (SF,SG) | 11 | 6 | 17 | 6 | 10 | 1 | 0 | 34 |
| Social Worker (SD) | 42 | 8 | 50 | 7 | 26 | 14 | 3 | 38 |
| Occ/Phy Ther. (NU) | 15 | 0 | 15 | 4 | 9 | 2 | 0 | 34 |
| **TOTALS** | **425** | **55** | **480** | **259** | **160** | **54** | **7** | **32** |

Interpretation: Of the 480 newly graduated or first year personnel additions, 425 or 88.5% were females; 259 or 54% belong to the 20-30 age group, with a mean age of 32.

## TABLE 7-a
## BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
## (By Education and Assignment)

| | DEGREES COMPLETED | | | ASSIGNMENT | | | | |
|---|---|---|---|---|---|---|---|---|
| Cert/Endorse. Areas/Codes* | Bache-lor's | Mas-ter's | Spec./ Doct. | All Grades | Pre-K K | Grades 1-8 | Grades 9-12 | Central Admin. |
| Mentally Imp. (110-130/SA-ST) | 125 | 8 | 0 | 47 | 6 | 36 | 44 | 0 |
| Emotionally Imp. (140/SE) | 89 | 16 | 0 | 18 | 0 | 33 | 54 | 0 |
| Learning Dis. (150/SM) | 61 | 17 | 1 | 7 | 0 | 38 | 34 | 0 |
| Hearing Imp. (160/SL) | 12 | 1 | 0 | 4 | 0 | 7 | 2 | 0 |
| Visually Imp. (170/SK) | 4 | 0 | 0 | 2 | 0 | 2 | 0 | 0 |
| P.O.H.I. (180/SC) | 7 | 0 | 0 | 2 | 0 | 1 | 4 | 0 |
| Sp./Lang. Imp. (290/SB) | 10 | 44 | 0 | 36 | 1 | 14 | 2 | 1 |
| TC/Ment'l Imp. (210/SU) | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| Homebound/Hosp. (280/SH) | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| TC/P.O.H.I. (SI) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sch. Psych. (SF,SG) | 4 | 7 | 6 | 12 | 0 | 2 | 2 | 1 |
| Social Worker (SD) | 4 | 41 | 3 | 34 | 0 | 6 | 3 | 7 |
| Occ/Phy Ther. (NU) | 11 | 4 | 0 | 9 | 0 | 1 | 2 | 3 |
| **TOTALS** | **330** | **138** | **10** | **173** | **7** | **141** | **147** | **12** |

Interpretation: Of the newly graduated or first year personnel additions, 330 or 69% have Bachelor's degrees and 7 or 1.5% were assigned to Pre-K/K levels.

## TABLE 8
## EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
## (By Sex and Age)

| Cert/Endorse. Areas/Codes* | SEX Female | SEX Male | Totals | AGE GROUP 20-30 | AGE GROUP 31-40 | AGE GROUP 41-50 | AGE GROUP 51+ | Mean Age |
|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (110-130/SA-ST) | 315 | 55 | 370 | 66 | 203 | 79 | 22 | 39 |
| Emotionally Imp. (140/SE) | 198 | 57 | 255 | 61 | 133 | 44 | 17 | 37 |
| Learning Dis. (150/SM) | 276 | 28 | 304 | 54 | 147 | 82 | 21 | 38 |
| Hearing Imp. (160/SL) | 36 | 2 | 38 | 9 | 17 | 11 | 1 | 37 |
| Visually Imp. (170/SK) | 9 | 2 | 11 | 1 | 3 | 4 | 3 | 44 |
| P.O.H.I. (180/SC) | 20 | 3 | 23 | 6 | 10 | 7 | 0 | 36 |
| Sp./Lang. Imp. (290/SB) | 156 | 7 | 163 | 28 | 79 | 43 | 13 | 38 |
| TC/Ment'l Imp. (210/SU) | 20 | 7 | 27 | 1 | 10 | 10 | 6 | 44 |
| Homebound/Hosp. (280/SH) | 6 | 2 | 8 | 2 | 2 | 1 | 3 | 43 |
| TC/P.O.H.I. (SI) | 4 | 2 | 6 | 0 | 2 | 2 | 2 | 45 |
| Sch. Psych. (SF,SG) | 50 | 22 | 72 | 9 | 34 | 17 | 12 | 41 |
| Social Worker (SD) | 60 | 22 | 82 | 4 | 39 | 27 | 12 | 41 |
| Occ/Phy Ther. (NU) | 55 | 2 | 57 | 18 | 27 | 9 | 3 | 36 |
| **TOTALS** | **1,205** | **211** | **1,416** | **259** | **706** | **336** | **115** | **38** |

Interpretation: Of the total 1,416 experienced special education personnel newly assigned in special education for 1987-88, 1,205 or 85.1% are females and 706 or 49.9% belong to the 31-40 age group.

## TABLE 8-a
## EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
### (Education and Assignment)

| | DEGREES COMPLETED | | | | ASSIGNMENT | | | |
|---|---|---|---|---|---|---|---|---|
| Cert/Endorse. Areas/Codes* | Bache-lor's | Mas-ter's | Spec./ Doct. | All Grades | Pre-K K | Grades 1-8 | Grades 9-12 | Central Admin. |
| Mentally Imp. (110-130/SA-ST) | 227 | 139 | 4 | 124 | 4 | 115 | 125 | 2 |
| Emotionally Imp. (140/SE) | 147 | 102 | 6 | 42 | 5 | 95 | 111 | 2 |
| Learning Dis. (150/SM) | 124 | 173 | 5 | 28 | 6 | 133 | 136 | 1 |
| Hearing Imp. (160/SL) | 16 | 21 | 1 | 13 | 1 | 17 | 7 | 0 |
| Visually Imp. (170/SK) | 4 | 7 | 0 | 6 | 0 | 4 | 1 | 0 |
| P.O.H.I. (180/SC) | 10 | 13 | 0 | 5 | 3 | 10 | 5 | 0 |
| Sp./Lang. Imp. (290/SB) | 41 | 121 | 1 | 84 | 13 | 58 | 7 | 1 |
| TC/Ment'l Imp. (210/SU) | 5 | 19 | 3 | 7 | 0 | 4 | 9 | 7 |
| Homebound/Hosp. (280/SH) | 2 | 5 | 1 | 5 | 0 | 2 | 1 | 0 |
| TC/P.O.H.I. (SI) | 1 | 4 | 1 | 2 | 0 | 2 | 2 | 0 |
| Sch. Psych. (SF,SG) | 4 | 29 | 39 | 62 | 1 | 5 | 1 | 3 |
| Social Worker (SD) | 5 | 71 | 6 | 59 | 1 | 11 | 5 | 6 |
| Occ/Phy Ther. (NU) | 40 | 9 | 1 | 37 | 2 | 16 | 1 | 1 |
| **TOTALS** | **626** | **713** | **68** | **474** | **36** | **472** | **411** | **23** |

Interpretation: Of the total experienced personnel newly assigned in special education in 1987-88, 713 or 50.7% completed Master's degrees; 36 or 2.5% were assigned to grades Pre-K/K.

Section II: Retention of Instructional and Ancillary Personnel

Number of staff assigned in school years 1980-81 through 1986-87 still in special education assignments in 1987-88 and number of staff no longer in special education assignments.

A review of the social security numbers of special education teachers was conducted to delineate those who were still assigned from those who were no longer assigned in special education over the eight-year period.

Table 9 shows numbers of instructional and ancillary personnel who remained in special education assignments over the eight-year period. The data indicate the turn-over of personnel: of the 12,980 personnel (Table 1) total for school year 1980-81, 8,418 or 65% were still in the same special education assignment in school year 1987-88. Teachers with mental impairment (SA-ST) certificate endorsements make up the largest number of special education personnel.

Cumulative attrition or retention rates for instructional and ancillary personnel for school years 1980-81 through 1987-88.

Table 10 reflects the cumulative retention and attrition patterns of personnel from school years 1980-81 through 1987-88. The figures show that 8,418 or 64.9% of the instructional and ancillary personnel employed in school year 1980-81 were still employed in special education in 1987-88.

## TABLE 9
## RETENTION OF SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL, 1980-88

| Cert/Endorse. Areas/Codes* | SCHOOL YEAR 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 |
|---|---|---|---|---|---|---|---|
| Mentally Imp. (110-130/SA-ST) | 2,271<br>61% | 2,283<br>66% | 2,372<br>70% | 2,524<br>73% | 2,739<br>79% | 2,893<br>82% | 3,167<br>89% |
| Emotionally Imp. (140/SE) | 1,161<br>62% | 1,212<br>67% | 1,258<br>69% | 1,360<br>73% | 1,581<br>78% | 1,795<br>83% | 2,013<br>89% |
| Learning Dis. (150/SM) | 1,702<br>79% | 1,793<br>80% | 1,888<br>81% | 2,047<br>84% | 2,249<br>87% | 2,436<br>90% | 2,661<br>95% |
| Hearing Imp. (160/SL) | 282<br>58% | 294<br>64% | 294<br>66% | 306<br>70% | 335<br>78% | 348<br>82% | 368<br>88% |
| Visually Imp. (170/SK) | 105<br>61% | 103<br>69% | 109<br>72% | 115<br>74% | 119<br>82% | 122<br>84% | 139<br>93% |
| P.O.H.I. (180/SC) | 192<br>67% | 186<br>70% | 189<br>73% | 200<br>77% | 218<br>79% | 225<br>82% | 245<br>93% |
| Sp./Lang. Imp. (290/SB) | 1,102<br>69% | 1,087<br>75% | 1,074<br>77% | 1,140<br>81% | 1,207<br>85% | 1,272<br>87% | 1,332<br>92% |
| TC/Ment'l Imp. (210/SU) | 197<br>70% | 205<br>80% | 218<br>78% | 218<br>76% | 222<br>84% | 233<br>84% | 219<br>95% |
| Homebound/Hosp. (280/SH) | 48<br>32% | 50<br>49% | 52<br>59% | 55<br>68% | 55<br>71% | 53<br>76% | 61<br>88% |
| TC/P.O.H.I. (SI) | 51<br>47% | 49<br>49% | 50<br>58% | 54<br>64% | 60<br>77% | 62<br>86% | 60<br>92% |
| Sch. Psych. (SF,SG) | 493<br>63% | 491<br>66% | 501<br>69% | 524<br>81% | 555<br>86% | 583<br>89% | 628<br>94% |
| Social Worker (SD) | 619<br>61% | 583<br>68% | 568<br>72% | 609<br>75% | 656<br>81% | 694<br>84% | 785<br>93% |
| Occ/Phy Ther. (NU) | 195<br>58% | 201<br>65% | 212<br>68% | 229<br>71% | 268<br>79% | 290<br>85% | 339<br>94% |
| **TOTALS** | **8,418**<br>**65%** | **8,537**<br>**70%** | **8,785**<br>**72%** | **9,381**<br>**76%** | **10,264**<br>**82%** | **11,006**<br>**85%** | **12,017**<br>**92%** |

Interpretation: Of the 12,980 (Table 1) personnel totals in 1980-81, 8,418 or 65% were still employed in the same assignments in 1987-88.

## TABLE 10
## RETENTION AND ATTRITION OF SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL 1980-88

| | SCHOOL YEAR | | | | | | |
|---|---|---|---|---|---|---|---|
| | 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 |
| Special Education Personnel Totals by Year | 12,980 | 12,253 | 12,057 | 12,295 | 12,552 | 12,974 | 13,132 |
| Personnel Still Employed in Special Education, 1987-88 | 8,418 | 8,537 | 8,785 | 9,381 | 10,264 | 11,006 | 12,017 |
| Percent Retained | 64.9% | 69.7% | 72.9% | 76.3% | 81.8% | 84.8% | 91.5% |
| Personnel No Longer Employed in Special Education, 1987-88 | 4,562 | 3,716 | 3,270 | 2,914 | 2,288 | 1,968 | 1,115 |
| Percent of Attrition | 35.1% | 30.3% | 27.1% | 23.7% | 18.2% | 15.2% | 8.5% |

Interpretation: Of the 12,980 instructional and ancillary personnel employed in special education for school year 1980-81, 8,418 or 64.9% were still in the same special education assignments in 1987-88 and 4,562 or 35.1% either left, were reassigned in other areas, or were terminated between school years 1980-81 through 1987-88.

Section III: Certificate Endorsements, School Years 1980 through 1988.

Endorsements for instructional and ancillary personnel recommended by the teacher-training institutions in 1987-88 and how this number compared with those of previous years.

To better access the available supply of personnel, the numbers of recommendations for certificate endorsements over an eight-year period were determined.

Tables 11 and 11-a show numbers of certificate endorsements recommended by teacher-training institutions for approval by the Department of Education. Table 11 reflects actual numbers of original provisional certificates approved over an eight-year period. There was a significant decrease in the number of endorsements from 1982-83 through 1985-86; however, there was an increase in 1986-87.

Table 11-a shows a total of 659 endorsements recommended by Michigan teacher-training institutions for the period from July 1, 1987 to June 30, 1988. Eastern Michigan University submitted the most recommendations: 118 or 17.9% of totals. Of the grand total of 891, 26% or 232 were recommended for approval by teacher-training institutions in other states. Of the total 278 recommendations for the SA-ST endorsement, 181 or 65.1% were from Michigan universities and colleges.

In accessing numbers of certificate endorsements, no investigation has been done to determine the implications of such factors as the following: (a) possibility of multiple counting of teachers because of multiple endorsements on their teaching certificates; and (b) differences and possible duplications in the definitions of terms used by Teacher Certification Services on one hand and Special Education Services on the other.

## TABLE 11
## ORIGINAL PROVISIONAL CERTIFICATE ENDORSEMENTS IN SPECIAL EDUCATION*
## 1980-1988

| Cert/Endorse. Areas/Codes | SCHOOL YEAR 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 | 1987-88 |
|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (110-130/SA-ST) | 514 | 378 | 349 | 338 | 261 | 227 | 259 | 181 |
| Emotionally Imp. (140/SE) | 446 | 367 | 351 | 307 | 250 | 192 | 247 | 177 |
| Learning Dis. (150/SM) | 211 | 211 | 169 | 109 | 107 | 109 | 128 | 131 |
| Hearing Imp. (160/SL) | 53 | 58 | 50 | 59 | 33 | 30 | 38 | 33 |
| Visually Imp. (170/SK) | 31 | 56 | 39 | 45 | 42 | 18 | 27 | 17 |
| Phys. & Other H.I. (180/SC) | 116 | 87 | 90 | 78 | 53 | 64 | 52 | 36 |
| Autistic Imp. (193/SV) | – | – | – | – | – | 5 | 1 | 6 |
| Speech/Lang. Imp. (290/SB) | 110 | 82 | 70 | 72 | 81 | 86 | 81 | 51 |
| Homebound/Hosp. (280/SH) | 116 | 87 | 87 | 77 | 52 | 54 | 55 | 27 |
| **TOTALS** | **1,597** | **1,326** | **1,205** | **1,085** | **879** | **785** | **888** | **659** |

Interpretation: There were 229 or 25.8% less recommendations in 1987-88 then there were in 1986-87. Of the total number of recommendations for 1987-88, the recommended endorsements for teachers of the mentally impaired (110-130/SA-ST) decreased from 259 in 1986-87 to 181 or 23.9% less in 1987-88.

* This table includes only original provisional certificate endorsements. It does not include special education endorsements to provisional renewals, continuing and permanent teaching certificates.

## TABLE 11-a
## SPECIAL EDUCATION CERTIFICATE ENDORSEMENTS RECOMMENDED BY EDUCATIONAL INSTITUTIONS 1987-88

| Educational Institutions | 110-130 SA | 140 SE | 150 SM | 160 SL | 170 SK | 180 SC | 290 SB | 280 SH | 193 SV | TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|
| Central MI Univ. | 41 | 24 | 0 | 0 | 0 | 0 | 19 | 0 | 0 | 84 |
| Eastern MI Univ. | 28 | 33 | 11 | 9 | 7 | 11 | 8 | 11 | 0 | 118 |
| Gr. Valley St. Col. | 44 | 37 | 34 | 9 | 0 | 2 | 0 | 1 | 0 | 127 |
| Hope College | 0 | 4 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | 29 |
| Madonna College | 0 | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Marygrove College | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Michigan St. Univ. | 18 | 18 | 4 | 15 | 3 | 0 | 14 | 0 | 0 | 72 |
| Nazareth College | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Northern MI Univ. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Oakland University | 0 | 6 | 19 | 0 | 0 | 0 | 0 | 0 | 2 | 27 |
| Univ. of Detroit | 0 | 4 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 11 |
| Wayne State Univ. | 19 | 4 | 5 | 0 | 2 | 15 | 2 | 7 | 0 | 54 |
| Western MI Univ. | 18 | 43 | 6 | 0 | 5 | 8 | 8 | 8 | 4 | 100 |
| Others (Michigan) | 11 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 17 |
| **MICHIGAN TOTALS** | **181** | **177** | **131** | **33** | **17** | **36** | **51** | **27** | **6** | **659** |
| Other States | 97 | 25 | 49 | 16 | 1 | 3 | 38 | 3 | 0 | 232 |
| **ALL STATES** | **278** | **202** | **180** | **49** | **18** | **39** | **89** | **30** | **6** | **891** |

Interpretation: Recommendations from Michigan institutions for initial certificate endorsements in 1987-88 total 659. Recommendations from out-of-state teacher training institutions total 232; of the grand total number, 278 or 31.2% were for certificate endorsements for teachers of the mentally impaired (SA).

Section IV: Instructional Personnel Approvals: 1979 through 1988

Recommendations for teacher approvals received and approved by Special Education Services from 1979 through 1988 and the number that were granted temporary, continuing, or emergency approvals.

Table 12 presents aggregate numbers of classroom teacher approvals granted by Special Education Services over a nine-year period. Tables 12-a through 12-i reflect in more detail teacher approvals granted by Special Education Services from 1979 through 1988.

Tables 13 and 13-a likewise present aggregated numbers of teacher consultant approvals by category and by year.

**TABLE 12**
**TEACHER APPROVALS**
**1979-88**

| Year | Temporary Approvals | Emergency Temporary Approvals | Continuing Temporary Approvals | Totals By Year |
|---|---|---|---|---|
| 1979-80 | 441 (94%) | 27 (6%) | * | 468 |
| 1980-81 | 537 (93%) | 38 (7%) | * | 575 |
| 1981-82 | 143 (34%) | 27 (6%) | 252 (60%) | 422 |
| 1982-83 | 109 (31%) | 9 (3%) | 236 (67%) | 354 |
| 1983-84 | 122 (51%) | 2 (0.8%) | 115 (48.1%) | 239 |
| 1984-85 | 84 (46.2%) | 8 (4.4%) | 90 (49.5%) | 182 |
| 1985-86 | 127 (56.4%) | 9 (4%) | 89 (39.6%) | 225 |
| 1986-87 | 194 (65.5%) | 17 (5.7%) | 85 (28.7%) | 296 |
| 1987-88 | 261 (48.6%) | 130 (24.2%) | 146 (27.2%) | 537 |
| **TOTALS** | **2,018 (61.2%)** | **267 (8.1%)** | **1,013 (30.7%)** | **3,298** |

* Continuing temporary approvals for school years 1979-80 and 1980-81 were combined with temporary approvals.

## TABLE 12-a
## TEACHER APPROVALS, 1979-80

| CODES / COLLEGES | TEMPORARY APPROVALS 110 | 120 | 130 | 140 | 150 | 160 | 180 | TOTALS | EMERGENCY TEMPORARY APPROVALS 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | COLLEGE TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Andrews Univ. | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 4 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 5 | 1 | 0 | 15 | 88 | 0 | 0 | 109 | 1 | 1 | 0 | 7 | 3 | 0 | 12 | 121 |
| Eastern MI | 3 | 0 | 2 | 14 | 89 | 0 | 0 | 108 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 109 |
| Grand Valley | 3 | 0 | 0 | 8 | 29 | 8 | 0 | 48 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 48 |
| Hope College | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 6 |
| Madonna Coll. | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Marygrove Coll. | 1 | 0 | 0 | 1 | 2 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Michigan State | 0 | 0 | 0 | 1 | 21 | 0 | 0 | 22 | 1 | 0 | 0 | 1 | 1 | 0 | 3 | 25 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Northern MI | 0 | 0 | 0 | 0 | 11 | 0 | 0 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 12 |
| Oakland Univ. | 0 | 0 | 0 | 2 | 44 | 0 | 0 | 46 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 46 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Wayne State | 0 | 1 | 0 | 5 | 20 | 0 | 1 | 27 | 0 | 1 | 0 | 1 | 2 | 0 | 4 | 31 |
| Western MI | 0 | 1 | 0 | 2 | 46 | 0 | 0 | 49 | 0 | 1 | 0 | 2 | 1 | 0 | 4 | 53 |
| **TOTALS** | **12** | **4** | **2** | **50** | **364** | **8** | **1** | **441** | **3** | **3** | **0** | **12** | **9** | **0** | **27** | **468** |

## TABLE 12-b
## TEACHER APPROVALS, 1980-81

| CODES / COLLEGES | TEMPORARY APPROVALS 110 | 120 | 130 | 140 | 150 | 160 | 180 | TOTALS | EMERGENCY TEMPORARY APPROVALS 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | COLLEGE TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Andrews Univ. | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 6 | 3 | 0 | 39 | 123 | 0 | 0 | 171 | 4 | 1 | 0 | 4 | 5 | 0 | 14 | 185 |
| Eastern MI | 2 | 0 | 2 | 15 | 111 | 0 | 1 | 131 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 134 |
| Grand Valley | 2 | 0 | 0 | 3 | 17 | 0 | 0 | 22 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 23 |
| Hope College | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Madonna Coll. | 0 | 0 | 0 | 1 | 5 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Michigan State | 1 | 0 | 0 | 4 | 36 | 0 | 0 | 41 | 2 | 0 | 0 | 2 | 2 | 0 | 6 | 47 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Northern MI | 0 | 0 | 0 | 0 | 16 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 20 |
| Oakland Univ. | 0 | 0 | 0 | 6 | 37 | 0 | 0 | 43 | 0 | 0 | 0 | 1 | 3 | 0 | 4 | 47 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 4 |
| Wayne State | 1 | 1 | 0 | 4 | 19 | 0 | 1 | 26 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 27 |
| Western MI | 1 | 0 | 0 | 3 | 61 | 0 | 0 | 65 | 0 | 0 | 0 | 4 | 0 | 0 | 4 | 69 |
| **TOTALS** | **13** | **4** | **2** | **76** | **440** | **0** | **2** | **537** | **6** | **1** | **0** | **11** | **20** | **0** | **38** | **575** |

## TABLE 12-c
## TEACHER APPROVALS, 1981-82

| CODES / COLLEGES | TEMPORARY | | | | | | | EMERGENCY TEMPORARY | | | | | | | CONTINUING TEMPORARY | | | | | | | COLLEGE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | TOTALS |
| Andrews Univ. | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 1 | 0 | 0 | 10 | 23 | 0 | 34 | 2 | 1 | 0 | 1 | 4 | 0 | 8 | 3 | 1 | 0 | 15 | 86 | 0 | 105 | 147 |
| Eastern MI | 0 | 0 | 0 | 4 | 22 | 0 | 26 | 0 | 3 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 58 | 0 | 59 | 89 |
| Grand Valley | 0 | 0 | 0 | 3 | 7 | 0 | 10 | 0 | 0 | 0 | 2 | 1 | 0 | 3 | 1 | 0 | 0 | 1 | 3 | 0 | 5 | 18 |
| Hope College | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 3 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 4 |
| Marygrove Coll. | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Michigan State | 0 | 0 | 1 | 1 | 15 | 0 | 17 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 0 | 0 | 20 | 0 | 21 | 40 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 |
| Northern MI | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 10 | 0 | 10 | 13 |
| Oakland Univ. | 0 | 0 | 0 | 2 | 11 | 0 | 13 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 14 | 0 | 14 | 28 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 4 | 5 |
| Wayne State | 2 | 0 | 0 | 2 | 9 | 1 | 14 | 0 | 0 | 0 | 1 | 2 | 0 | 3 | 3 | 2 | 0 | 0 | 6 | 0 | 11 | 28 |
| Western MI | 0 | 0 | 0 | 2 | 15 | 0 | 17 | 1 | 0 | 0 | 3 | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 19 | 0 | 20 | 41 |
| **TOTALS** | **3** | **0** | **1** | **25** | **113** | **1** | **143** | **3** | **5** | **1** | **9** | **9** | **0** | **27** | **8** | **3** | **0** | **22** | **219** | **0** | **252** | **422** |

# TABLE 12-d
# TEACHER APPROVALS, 1982-83

| CODES / COLLEGES | TEMPORARY | | | | | | | EMERGENCY TEMPORARY | | | | | | | CONTINUING TEMPORARY | | | | | | | COLLEGE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | TOTALS |
| Andrews Univ. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 4 | 0 | 0 | 4 | 18 | 0 | 26 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 4 | 0 | 0 | 21 | 67 | 0 | 92 | 122 |
| Eastern MI | 1 | 0 | 0 | 2 | 28 | 0 | 31 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 4 | 56 | 0 | 61 | 93 |
| Grand Valley | 4 | 0 | 0 | 0 | 13 | 0 | 17 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 9 | 0 | 11 | 29 |
| Hope College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 2 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Marygrove Coll. | 0 | 0 | 0 | 1 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Michigan State | 0 | 0 | 0 | 1 | 8 | 0 | 9 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 17 | 0 | 18 | 28 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Northern MI | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 6 | 8 |
| Oakland Univ. | 0 | 0 | 0 | 5 | 2 | 0 | 7 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 11 | 0 | 11 | 19 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Wayne State | 1 | 0 | 0 | 1 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 4 | 10 | 0 | 16 | 19 |
| Western MI | 1 | 0 | 0 | 1 | 8 | 0 | 10 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 18 | 0 | 18 | 29 |
| **TOTALS** | **11** | **0** | **0** | **15** | **83** | **0** | **109** | **1** | **0** | **1** | **1** | **6** | **0** | **9** | **7** | **0** | **0** | **34** | **195** | **0** | **236** | **354** |

## TABLE 12-e
## TEACHER APPROVALS, 1983-84

| CODES / COLLEGES | TEMPORARY | | | | | | | EMERGENCY TEMPORARY | | | | | | | CONTINUING TEMPORARY | | | | | | | COLLEGE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | TOTALS |
| Andrews Univ. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 6 | 0 | 0 | 5 | 24 | 0 | 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 6 | 52 | 0 | 60 | 95 |
| Eastern MI | 0 | 0 | 0 | 5 | 28 | 0 | 33 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 0 | 1 | 23 | 0 | 26 | 60 |
| Grand Valley | 2 | 0 | 0 | 1 | 17 | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 5 | 25 |
| Hope College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 3 | 3 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Michigan State | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 6 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Northern MI | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| Oakland Univ. | 0 | 0 | 0 | 1 | 8 | 0 | 9 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 13 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wayne State | 0 | 0 | 0 | 3 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 7 |
| Western MI | 2 | 0 | 0 | 3 | 10 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 9 | 24 |
| **TOTALS** | **10** | **0** | **0** | **18** | **94** | **0** | **122** | **0** | **0** | **0** | **0** | **2** | **0** | **2** | **5** | **0** | **0** | **9** | **101** | **0** | **115** | **239** |

# TABLE 12-f
# TEACHER APPROVALS, 1984-85

| CODES / COLLEGES | TEMPORARY | | | | | | | EMERGENCY TEMPORARY | | | | | | | CONTINUING TEMPORARY | | | | | | | COLLEGE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | TOTALS |
| Andrews Univ. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 4 | 0 | 0 | 2 | 13 | 0 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 39 | 0 | 43 | 62 |
| Eastern MI | 0 | 0 | 0 | 2 | 9 | 2 | 13 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 28 | 0 | 28 | 42 |
| Grand Valley | 1 | 0 | 0 | 1 | 18 | 0 | 20 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 3 | 0 | 4 | 25 |
| Hope College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Michigan State | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 3 |
| Northern MI | 0 | 0 | 0 | 0 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Oakland Univ. | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 6 | 9 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Univ. of Michigan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wayne State | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Western MI | 0 | 0 | 0 | 3 | 18 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 25 |
| **TOTALS** | **5** | **0** | **0** | **9** | **68** | **2** | **84** | **0** | **0** | **0** | **2** | **6** | **0** | **8** | **2** | **0** | **0** | **5** | **83** | **0** | **90** | **182** |

# TABLE 12-g
# TEACHER APPROVALS, 1985-86

| CODES / COLLEGES | TEMPORARY | | | | | | | EMERGENCY TEMPORARY | | | | | | | CONTINUING TEMPORARY | | | | | | | COLLEGE |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | TOTALS |
| Andrews Univ. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Calvin College | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Central MI | 4 | 0 | 0 | 11 | 24 | 0 | 39 | 5 | 0 | 0 | 3 | 18 | 0 | 26 | 1 | 0 | 0 | 1 | 0 | 0 | 2 | 67 |
| Eastern MI | 0 | 0 | 0 | 3 | 20 | 0 | 23 | 0 | 0 | 0 | 1 | 29 | 0 | 30 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 56 |
| Grand Valley | 1 | 0 | 0 | 1 | 24 | 0 | 26 | 0 | 0 | 0 | 1 | 8 | 0 | 9 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 36 |
| Hope College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Michigan State | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 4 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Northern MI | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| Oakland Univ. | 1 | 0 | 0 | 0 | 3 | 0 | 4 | 0 | 0 | 0 | 4 | 5 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Wayne State | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Western MI | 0 | 0 | 0 | 0 | 22 | 0 | 22 | 0 | 0 | 0 | 0 | 11 | 0 | 11 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 34 |
| **TOTALS** | **7** | **0** | **0** | **15** | **105** | **0** | **127** | **5** | **0** | **0** | **11** | **73** | **0** | **89** | **1** | **0** | **0** | **2** | **6** | **0** | **9** | **225** |

# TABLE 12-h
# TEACHER APPROVALS, 1986-87

| CODES / COLLEGES | TEMPORARY | | | | | | | EMERGENCY TEMPORARY | | | | | | | CONTINUING TEMPORARY | | | | | | | COLLEGE TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | 110 | 120 | 130 | 140 | 150 | 180 | TOTALS | |
| Andrews Univ. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Calvin College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 16 | 0 | 0 | 8 | 31 | 0 | 55 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 24 | 0 | 27 | 83 |
| Eastern MI | 6 | 0 | 0 | 5 | 37 | 0 | 48 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 24 | 0 | 28 | 77 |
| Grand Valley | 2 | 0 | 0 | 0 | 7 | 0 | 9 | 0 | 0 | 0 | 1 | 7 | 0 | 8 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 20 |
| Hope College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Michigan State | 0 | 0 | 0 | 2 | 6 | 0 | 8 | 0 | 0 | 0 | 2 | 1 | 0 | 3 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 13 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 8 |
| Northern MI | 0 | 0 | 0 | 0 | 8 | 0 | 8 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 1 | 4 | 0 | 5 | 16 |
| Oakland Univ. | 0 | 0 | 0 | 2 | 9 | 0 | 11 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 2 | 0 | 3 | 16 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Univ. of Michigan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wayne State | 0 | 0 | 0 | 1 | 5 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 7 |
| Western MI | 1 | 0 | 0 | 4 | 33 | 0 | 38 | 0 | 0 | 0 | 4 | 3 | 0 | 7 | 0 | 0 | 0 | 0 | 14 | 0 | 14 | 59 |
| **TOTALS** | **25** | **0** | **0** | **22** | **147** | **0** | **194** | **0** | **0** | **0** | **8** | **18** | **0** | **26** | **0** | **0** | **0** | **10** | **75** | **0** | **85** | **305** |

## TABLE 12-i
## TEACHER APPROVALS, 1987-88

| COLLEGES | TEMPORARY | | | | | | | | | | | | CONTINUING TEMPORARY | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 110 | 120 | 130 | 140 | 150 | 160 | 170 | 180 | 191 | 192 | 193 | Total | 110 | 120 | 130 | 140 | 150 | 160 | 170 | 180 | 191 | 192 | 193 | Total |
| Calvin College | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Central MI | 11 | 0 | 0 | 9 | 31 | 0 | 0 | 0 | 6 | 0 | 0 | 57 | 0 | 0 | 0 | 4 | 28 | 0 | 0 | 0 | 3 | 0 | 0 | 35 |
| Eastern MI | 4 | 0 | 0 | 14 | 52 | 0 | 0 | 1 | 5 | 0 | 0 | 76 | 0 | 1 | 0 | 3 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 43 |
| Grand Valley | 0 | 0 | 0 | 1 | 22 | 0 | 0 | 0 | 1 | 0 | 0 | 24 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 6 |
| Hope College | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Madonna Coll. | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Michigan State | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 5 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 2 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Northern MI | 0 | 0 | 0 | 0 | 19 | 0 | 0 | 0 | 2 | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Oakland Univ. | 0 | 0 | 0 | 2 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 8 | 13 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wayne State | 0 | 0 | 0 | 2 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Western MI | 2 | 0 | 0 | 3 | 26 | 0 | 0 | 0 | 1 | 0 | 8 | 40 | 0 | 0 | 0 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 9 | 33 |
| **TOTALS** | **19** | **0** | **2** | **33** | **180** | **0** | **0** | **1** | **18** | **0** | **8** | **261** | **0** | **1** | **0** | **9** | **115** | **0** | **0** | **0** | **4** | **0** | **17** | **146** |

## TABLE 12-i
## TEACHER APPROVALS, 1987-88
## (continued)

| COLLEGES | EMERGENCY TEMPORARY 110 | 120 | 130 | 140 | 150 | 160 | 170 | 180 | 191 | 192 | 193 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Calvin College | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Central MI | 0 | 0 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Eastern MI | 0 | 0 | 3 | 3 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 14 |
| Grand Valley | 0 | 0 | 0 | 1 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 9 |
| Hope College | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Madonna Coll. | 0 | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Marygrove Coll. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Michigan State | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 4 |
| Nazareth Coll. | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Northern MI | 0 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 2 | 0 | 0 | 9 |
| Oakland Univ. | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 3 | 0 | 60 | 68 |
| Univ. of Detroit | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Wayne State | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Western MI | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 9 |
| **TOTALS** | **0** | **0** | **3** | **13** | **40** | **0** | **1** | **0** | **7** | **0** | **66** | **130** |

## TABLE 13
## TEACHER CONSULTANT APPROVALS
## 1979-1988

| APPROVAL CATAGORY | SCHOOL YEAR 1979-80 | 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 | 1987-88 | TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (210) | 283 | 259 | 194 | 216 | 147 | 149 | 177 | 839 | 81 | 2,345 |
| Emotionally Imp. (220) | 216 | 203 | 183 | 165 | 159 | 137 | 177 | 683 | 82 | 2,005 |
| Learning Dis. (230) | 304 | 269 | 248 | 262 | 183 | 190 | 238 | 591 | 86 | 2,371 |
| Hearing Imp. (240) | 31 | 45 | 35 | 23 | 25 | 14 | 14 | 74 | 1 | 262 |
| Visually Imp. (250) | 21 | 18 | 18 | 8 | 10 | 2 | 9 | 25 | 6 | 117 |
| P.O.H.I. (260) | 61 | 57 | 37 | 35 | 28 | 29 | 38 | 103 | 18 | 406 |
| **TOTALS** | **916** | **851** | **715** | **709** | **552** | **521** | **653** | **2,315*** | **274** | **7,506** |

* The large number of approvals may be a reflection of the revised special education rules.

## TABLE 13-a
## TEACHER CONSULTANT EMERGENCY APPROVALS
## 1979-1988

| APPROVAL CATEGORY | SCHOOL YEAR 1979-80 | 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 | 1987-88 | TOTALS |
|---|---|---|---|---|---|---|---|---|---|---|
| Mentally Imp. (210) | 6 | 8 | 1 | 3 | 0 | 3 | 2 | 0 | 0 | 23 |
| Emotionally Imp. (220) | 8 | 15 | 6 | 3 | 2 | 5 | 3 | 6 | 3 | 51 |
| Learning Dis. (230) | 32 | 14 | 11 | 4 | 2 | 5 | 3 | 3 | 3 | 77 |
| Hearing Imp. (240) | 0 | 2 | 3 | 0 | 0 | 3 | 2 | 5 | 0 | 15 |
| Visually Imp. (250) | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 26 |
| P.O.H.I. (260) | 3 | 3 | 3 | 2 | 4 | 1 | 4 | 0 | 0 | 20 |
| **TOTALS** | **54** | **46** | **26** | **14** | **10** | **19** | **16** | **17** | **10** | **212** |

Administrators and supervisors employed in special education in school year 1987-88 and the number of those employed in school years 1980-81 through 1986-87 still in special education administrative assignments in 1987-88.

Table 14 shows actual counts of special education administrators (Directors --AR, Supervisors --AY) for school year 1987-88. The 482 total reflects an increase of 54 or 12.6% over the previous year's total of 428. The number of female administrators (194 or 40.3% of total for year) represents an increase over last year's 151. Four hundred and sixty-six of the administrators or 96.7% had Master's degrees or higher.

Table 15 combines the administrator and supervisor counts. It presents administrator counts by year, compares each year totals with previous years, and delineates numbers of those who remained in or left special education administrative assignments. Line A shows 14 or 3.1% less administrators in school year 1983-84 than there were in 1982-83. Line B reflects the degree of administrator turnover: of the 436 employed in 1983-84, 286 or 65.6% were still in special education administrative assignments in 1986-87. Line C depicts a decreasing attrition rate from 42.1% in 1979-80 to 12.4% in 1986-87.

Recommendations for administrator approvals received by Special Education Services from 1979 through 1988 and a comparison of administrative staff with student counts.

Tables 16 and 16-a show numbers of administrators (Directors -AR -330 and Supervisors -AY -340) recommended for full and temporary approvals over a nine-year period: 1979-80 through 1987-88. Wayne State University has recommended the most number for administrator approvals: 312 (temporary) and 196 (full).

## TABLE 14
## SPECIAL EDUCATION ADMINISTRATIVE PERSONNEL, 1987-88

| VARIABLES | PERSONNEL CATEGORIES DIRECTORS AR* | SUPERVISORS AY* | TOTAL |
|---|---|---|---|
| I. SEX | | | |
| (a) Female | 70 | 124 | 194 |
| (b) Male | 148 | 140 | 288 |
| **Totals** | **218** | **264** | **482** |
| II. AGE GROUPS | | | |
| (a) 20-30 | 0 | 2 | 2 |
| (b) 31-4029 | 65 | 94 | |
| (c) 41-50 | 111 | 114 | 225 |
| (d) 51+ | 78 | 83 | 161 |
| **Totals** | **218** | **264** | **482** |
| **Mean Age** | **48** | **47** | |
| III. DEGREES COMPLETED | | | |
| (a) Bachelor's | 6 | 10 | 16 |
| (b) Master's | 148 | 214 | 362 |
| (c) Specialist/ Doctorate | 64 | 40 | 104 |
| **Totals** | **218** | **264** | **482** |
| IV. ASSIGNMENT LEVELS | | | |
| (a) All Grades | 67 | 142 | 209 |
| (b) Pre K-K | 1 | 1 | 2 |
| (c) Grades 1-8 | 17 | 15 | 32 |
| (d) Grades 9-12 | 4 | 20 | 24 |
| (e) Central Adm. | 129 | 86 | 215 |
| **Totals** | **218** | **264** | **482** |

* Codes: Teacher Preparation and Certification Services

Interpretation: There were 482 administrators in school year 1987-88: 218 Directors (AR) and 264 Supervisors (AY).

## TABLE 15
## RETENTION AND ATTRITION OF SPECIAL EDUCATION ADMINISTRATORS 1978-88

| | SCHOOL YEAR | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | 1979-80 | 1980-81 | 1981-82 | 1982-83 | 1983-84 | 1984-85 | 1985-86 | 1986-87 |
| A. Administrator Totals by Year | 387 | 405 | 441 | 450 | 436 | 437 | 465 | 428 |
| B. Administrators Still Employed, 1987-88 | 224 | 244 | 267 | 274 | 286 | 307 | 346 | 375 |
| % Annual Retention | 57.9% | 60.2% | 60.5% | 60.9% | 65.6% | 70.3% | 74.4% | 87.6% |
| C. Administrators No Longer Employed, 1987-88 | 163 | 161 | 174 | 176 | 150 | 130 | 119 | 53 |
| % Annual Attrition | 42.1% | 39.8% | 39.5% | 39.1% | 34.4% | 29.7% | 25.6% | 12.4% |

Interpretation: The number of administrators has increased every year except for 1983-84 and 1986-87.

# TABLE 16
# ADMINISTRATOR APPROVALS - FULL
# 1979-1988

| CODES<br>COLLEGES | 1979-80<br>*330 340** | 1980-81<br>330 340 | 1981-82<br>330 340 | 1982-83<br>330 340 | 1983-84<br>330 340 | 1984-85<br>330 340 | 1985-86<br>330 340 | 1986-87<br>330 340 | 1987-88<br>330 340 |
|---|---|---|---|---|---|---|---|---|---|
| Central MI University | 2 0 | 0 2 | 0 5 | 0 4 | *** | - - | - - | - - | - - |
| Eastern MI University | 5 3 | 6 5 | 3 3 | 4 7 | 2 8 | 1 2 | 0 4 | 8 13 | 12 17 |
| Grand Valley State University | 0 1 | 0 0 | 2 1 | 0 0 | 0 4 | 4 5 | 6 3 | 6 18 | 4 25 |
| Michigan State University | 5 16 | 2 11 | 3 7 | 0 4 | 2 7 | 1 5 | 0 1 | 11 14 | 8 12 |
| University of Michigan | 2 3 | 2 3 | 0 1 | 0 1 | *** | - - | - - | - - | - - |
| Northern MI University | 0 0 | 0 0 | 0 0 | 0 1 | 0 0 | 1 1 | 0 0 | 1 1 | 0 3 |
| University of Detroit | - - | - - | - - | - - | **** | 0 0 | 0 0 | 1 2 | 0 0 |
| Wayne State University | 14 26 | 4 19 | 3 10 | 0 4 | 0 7 | 2 3 | 8 0 | 29 28 | 16 23 |
| Western MI University | 1 8 | 1 3 | 2 1 | 0 1 | 1 3 | 4 4 | 0 3 | 5 0 | 2 3 |
| Out-of-State Colleges | 0 1 | 1 0 | 3 2 | 0 0 | 0 1 | 0 1 | 0 0 | 0 2 | 1 0 |
| Grandperson | 1 0 | 5 8 | 4 15 | 5 8 | 0 0 | 0 0 | 0 0 | 0 0 | 0 0 |
| **TOTALS** | **30 58**<br>**88** | **21 51**<br>**72** | **20 45**<br>**65** | **9 30**<br>**39** | **5 30**<br>**35** | **13 21**<br>**34** | **14 11**<br>**25** | **61 78**<br>**139** | **43 84**<br>**127** |

* Directors
** Supervisors
*** Discontinued Administrator Training Program in fall of 1983
**** Initiated Administrator Training Program in fall of 1983

## TABLE 16-a
## ADMINISTRATOR APPROVALS - TEMPORARY
## 1979-1988

| CODES | 1979-80 | | 1980-81 | | 1981-82 | | 1982-83 | | 1983-84 | | 1984-85 | | 1985-86 | | 1986-87 | | 1987-88 | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| COLLEGES | *330 | 340** | 330 | 340 | 330 | 340 | 330 | 340 | 330 | 340 | 330 | 340 | 330 | 340 | 330 | 340 | 330 | 340 |
| Central MI University | 1 | 7 | 0 | 10 | 0 | 3 | 2 | 2 | *** | | - | - | - | - | - | - | - | - |
| Eastern MI University | 9 | 7 | 2 | 9 | 5 | 9 | 8 | 14 | 3 | 11 | 2 | 12 | 7 | 9 | 3 | 6 | 8 | 4 |
| Grand Valley State University | 1 | 1 | 1 | 1 | 0 | 4 | 0 | 3 | 31 | 17 | 7 | 10 | 11 | 20 | 4 | 7 | 5 | 4 |
| Michigan State University | 2 | 26 | 4 | 12 | 2 | 8 | 1 | 9 | 1 | 11 | 3 | 3 | 3 | 4 | 3 | 3 | 1 | 2 |
| University of Michigan | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | *** | | - | - | 1 | - | - | - | 1 | 0 |
| Northern MI University | 0 | 0 | 3 | 1 | 1 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 2 |
| University of Detroit | - | - | - | - | - | - | - | - | **** | | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Wayne State University | 11 | 32 | 7 | 13 | 13 | 17 | 8 | 18 | 14 | 43 | 24 | 36 | 9 | 37 | 5 | 11 | 9 | 5 |
| Western MI University | 1 | 7 | 2 | 3 | 1 | 5 | 2 | 7 | 1 | 6 | 4 | 8 | 2 | 8 | 1 | 1 | 1 | 0 |
| Out-of-State Colleges | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 1 |
| Grandperson | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **TOTALS** | **25** | **80** | **21** | **49** | **22** | **49** | **22** | **56** | **51** | **88** | **40** | **69** | **34** | **79** | **16** | **33** | **26** | **19** |
| | **105** | | **70** | | **71** | | **78** | | **139** | | **109** | | **113** | | **49** | | **45** | |

* Directors
** Supervisors
*** Discontinued Administrator Training Program in fall of 1983
**** Initiated Administrator Training Program in fall of 1983



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## SUMMARY

It is obvious that personnel supply and demand depend upon more factors than were presented in this report. Certain limits on time and other resources have precluded the conduct of a more thorough data collection and analysis. Since the primary purpose of this report was to present a compilation of relevant data regarding special education personnel employed in Michigan Public Schools, no recommendations have been formulated.

This document has been compiled by Joseph R. Gomez, Jr., Special Education Consultant, Special Education Services. Questions regarding the contents of this study should be directed to Dr. Gomez at (517) 373-6488.

ATTACHMENTS

ATTACHMENT A

## DEFINITION OF TERMS

For the purposes of this report, the following terms were reconciled to assure consistency of meanings across a number of data collection forms. These items, as used in both Special Education Services and Teacher Preparation & Certification Services, are delineated to facilitate data manipulation and analysis. Special Education terms and corresponding coding are used as the primary categories; Teacher Certification terms are combined with the primary categories to which each corresponds.

| SPECIAL EDUCATION TERMS USED IN REPORT | | CORRESPONDING TEACHER CERTIFICATION TERMS | |
|---|---|---|---|
| 1. Mentally Impaired | | 1. Mentally Handicapped | (SA) |
| Educable Mentally | (110) | including Trainable | (ST) |
| Trainable Mentally | (120) | | |
| Severely Mentally | (130) | | |
| 2. Emotionally Impaired | (140) | 2. Emotionally Disturbed | (SE) |
| 3. Learning Disabled | (150) | 3. Learning Disabilities | (SM) |
| 4. Hearing Impaired | (160) | 4. Education of the Deaf | (SL) |
| 5. Visually Impaired | (170) | 5. Education of the Blind | (SK) |
| 6. Physically & Other-wise Health Impaired | (180) | 6. Orthopedically Handicapped | (SC) |
| 7. Severely Multiply Imp. | (190) | 7. --- | |
| 8. Phys. Ed. for Handicapped | (191) | 8. --- | |
| 9. Speech & Lang. Imp. | (192) | 9. Speech Correction | (SB) |
| 10. Autism | (193) | 10. --- | (SV) |
| 11. TC Mentally Impaired | (210) | 11. Consultant for Mentally Imp. | (SU) |
| 12. Homebound/Hospitalized | (280) | 12. Teacher of Homebound | (SH) |
| 13. TC Phys. & Other H.I. | (260) | 13. TC for Physically Impaired | (SI) |
| 14. School Psychologist | | 14. Diagnostician | (SF) |
| 15. Social Worker | | 15. School Social Worker | (SD) |
| 16. Director of Special Ed. | | 16. Special Education Director | (AR) |
| 17. Supervisor of Special Ed. | | 17. Supervisor, Special Education | (AY) |
| 18. Occ./Phys. Therapists | | 18. Occ./Phys. Therapist | (NU) |

NOTE: In determining personnel configurations, teacher consultants not specifically indicated were included with relating certification areas, i.e., teacher consultants for learning disabled are counted with teachers for the learning disabled (150/SM).

## TEACHER PREPARATION & CERTIFICATION SERVICES ALPHA CODES

### Administration

AA--Superintendent, General
AB--Assistant Superintendent, General
AC--Admin. of Finance or Business
AD--Admin. of Instruction
AE--Admin. of Plan & Facilities
AF--Admin. of Employed Personnel
AG--Admin. of Research
AH--Principal, Secondary
AI--Principal, Elementary
AJ--Asst. Principal, Secondary
AK--Asst. Principal, Elementary
AL--Consultant, Subject Area
AM--Consultant, Elementary
AN--Consultant, Secondary
AO--Coordinator, Subject Area
AP--Supervisor, Secondary
AQ--Supervisor, Secondary
AR--Special Education Director
AS--Consultant, State and Federal Programs
AT--Community School Director
AU--Director, Vocational Education
AV--Director, Data Processing
AW--Director, Transportation
AX--Director, Continuing or Audit Education
AY--Supervisor, Special Education

### Miscellaneous

NC--Driver and Safety Education
ND--Library Science
NE--Elementary Grades
NJ--Environmental Studies
NM--Junior High Grades
NT--Counselor
NU--Occupational/Physical Therapists
NV--Media Specialist
NX--Other
NY--School Nurse
NZ--Sex Education

### Special Education

SA--Mentally Handicapped
SB--Speech Correction
SC--Orthopedically Handicapped
SE--School Social Worker
SF--Diagnostician
SG--Psychologist
SH--Teacher of Homebound
SI--Teacher Consultant for Physically Impaired
SK--Education of the Blind
SL--Education of the Deaf
SM--Learning Disabilities
ST--Teacher of Trainable
SU--Consultant for Mentally Handicapped
SV--Teacher of the Autistic

ATTACHMENT B

ACKNOWLEDGMENTS

This document has been prepared by:

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MICHIGAN STATE BOARD OF EDUCATION
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